

# Initiative for Gender Equity & Sensitisation (IGES)

REPORT 2018-2020



# INTRODUCTION

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## About

IGES IIT Delhi launched its gender unit - Initiative for Gender Equity and Sensitisation (IGES) on 8th March, 2018.

## IGES Mandate

- Encouraging Gender Dialogues in the field of STEM
- Advocating a zero-tolerance policy towards sexual harassment
- Creating an equal, inclusive and gender-just educational environment



## HIGHLIGHTS

- Reached to over 7500 people from the IIT Delhi community through sensitisation events, workshops, need assessment and stakeholder meetings.
- Organised 10 events in the campus to build a gender sensitive environment through which reached out to 5000 students.
- Organised 33 workshops on Gender Sensitisation and Sexual Harassment with faculty, staff, security and students.
- Trained 1100 PhD and UG students, 79 Faculty members, 300 Staff across 15 departments and 266 Security staff.

We are on [iges.iitd.ac.in](http://iges.iitd.ac.in) and on Instagram - [igesiitd](https://www.instagram.com/igesiitd)

Do follow us :)

# ACTIVITIES

## Initiative for Gender Equity and Sensitisation is launched!

Initiative for Gender Equity and Sensitisation was launched on March 8, 2018, with the support of Prof. Ramgopal Rao, Director, IIT Delhi.

## CALENDER EVENTS

### JEE Counseling 2018-19

IIT's JAB Committee launched an initiative to boost the admission of young women in STEM subjects at IITs in India. The supernumerary scheme is an effort to increase seats to include more JEE Adv. qualified women candidates. IGES through their calendar event have counseled 300 women students & their parents in June 2018 to help understand IIT opportunities and careers for women in STEM. The scheme of supernumerary seats, coupled with our intensive outreach efforts, appears to have been an unqualified success. This year 143 girls have been offered undergraduate seats at IIT Delhi, which is 15.7% of the total offers made. Both in absolute and percentage terms, the numbers have nearly doubled in the last 2 years!

### Orientation of Students at the IGES Kiosk 2018 and 2019

IGES held a student interaction kiosk at the academic year start in July for the orientation for the new UG, PG and PhD students. More than 2000 UG students visited the kiosk and interacted with the IGES members to understand its mandate. IGES developed a poster on the initiative of supernumerary seats and made a short video to play at the kiosk. 1800 PG students attended a separate session organised by IGES to make them aware of its objectives and mandate.

### Workshops on Gender and Sexual Harassment

- 26 Workshops with 1100 PhD and UG students from Electrical Eng., Physics, Computer Sc., Textile Technology, CART, Centre for Energy Studies and Chemical Eng. were held between November & December 2018.
- 2 workshops with 79 faculty members from Electrical Eng., Design, Material Sciences & Development, ITMMEC, Textile Technology were held in the month of November and February.
- 10 workshops with 266 personnel of the Security Unit, covering 254 guards and supervisors, and 12 staff were conducted.
- 5 workshop with over 300 staff member from diverse departments, held in 2019.

### Participation in Speranza

IGES screened a film "Phools for love" and had a discussion with students during Speranza, BSW's youth festival.

### Strengthening Capacity of Institute's Internal Complaints Committee (ICC)

IGES has held meetings with the internal members of ICC to work out ways to strengthen its capacities as well as build awareness around the institute's zero-tolerance policy towards sexual harassment.

## Celebrating Women in Science and Technology

IGES plans to celebrate the International Women's Day by commemorating women's contributions to science and technology. This day long celebration, organised by IGES on March 13th 2019, will have panel discussions with prestigious women scientists and contributors to STEM, a keynote talk by a woman scientist, Prof. Chandra Venkataraman, and a panel to discuss gender@IITD with UG students. IGES will also host an exhibition on the theme. Look forward to having you with us!

## MATERIALS DEVELOPMENT

### E-module on Prevention of Sexual Harassment at the Workplace

IGES is working with 1to1help.net towards adopting e-modules for students, staff and faculty members on prevention of sexual harassment at the workplace. The modules will be ready for use by 2020-21 academic year.

### IEC materials for IGES -

IGES has developed the Code of Conduct for faculty members which has been approved by IIT Delhi Administration and Management. Students and staff members guidelines on sexual harassment at workplace will be presented for consideration in 2020-21.

Developed awareness generation materials like handouts, Posters on IGES, IC, gender sensitisation, and Supernumerary Scheme

## SPECIAL EVENTS

### Session on Section 377 and the Law

As part of the short discussion series, IGES undertook an interactive session on the recent Judgement on Section 377, in September 2018. A panel of experts and students who have been involved with the petition on Section 377 of Indian Penal Code, engaged in discussion with over 15 students.

### 'Million Women Mentors' Programme by Pepsi Co.

In September 2018, 20 women mentees from IIT Delhi, participated in a Global Mentoring program for women scholars in STEM fields named 'Million Women Mentors', initiated by Pepsi Co., to get professionally mentored by senior team members around the themes of career, networking, communication skills and other critical aspects essential for the corporate world. This was a one-on-one mentorship in which each mentor gave around 10 hours to their mentee over two months.

### Wikipedia Editathon

IGES in collaboration with two organisations, Feminism in India (FII) and The Life of Sciences, organised a Wikipedia Editathon of pages dedicated to women scientists, discoverers and contributors to STEM fields. 14 students from IIT Delhi and other colleges in Delhi edited over 15 pages in this one-day event in February 2019. This was a significant effort to get acquainted with some outstanding women in science and technology.